

Tools to Close the Gap

Strategic Workforce Planning Summit
Michigan Department of Transportation

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Michigan Department of Transportation

 **3,000 Employees**

 **Statewide Operation**

 **Common Jobs**

**Engineers
Planners**

**Civil Technicians
Maintenance Workers**



History

- Ended formal recruitment program

- Created Gap






- Implemented Outreach & Recruitment



Recruitment Tools to Close the Gap

Co-Op Program

Other

-  Summer Youth Program
-  Transportation And Civil Engineering (TRAC)
-  Internships
-  Transportation Career Days
-  Construction Career Days



Recruitment

MDOT Co-op Program

- Started in the 1980's for construction season
- Currently hire 200 - 300 students a year
- Emphasize Civil Engineer or Civil Technology students
- Types of work:

Survey	Design
Bridge	Materials Testing
Traffic	Construction



Recruitment Program Requirements

- **Complete first year of college**
- **Enrolled in Engineering, Civil Technology or Surveying**
- **Maintain “C” average**
- **Pass pre-employment physical and drug test**



Recruitment Program Benefits to Students

- **Annual and Sick Leave**

- **Training Opportunities**

- **Industry Certifications**

- **Build relationships with MDOT
staff, contractors, and consultants**



Recruitment Program Benefits to MDOT

- **Cost Effective**

- **Future Workforce**

- **Partnership with Industry and
Colleges/Universities**



Recruitment Career Fairs

- **Market the Department**

- **Connection to Students**

- **Compete with Private Sector**

- **Prescreen Students**



Recruitment MDOT Reception

- Invitation
- Time of year
- Speakers
- Offer on-site tours
- Students interview MDOT Representatives



Recruitment Reception Benefits

- Promotes the department
- Engages students
- Renews interest in working for public sector
- Increases number of quality hires



Selection Interview Process

 **Formal Interview**

 **Location Preference**

 **Panel**

 **Job offers**

 **Follow-up communication**



Hires

■ 1998 – Regular Process		3
■ 1999 – Reception/Regular interviews		9
■ 2000 – Reception/Job Offer	13*	
■ 2001 – Reception/Job Offer	22	
■ 2002 – Reception/Job Offer	20	
■ 2003 – Reception/Job Offer	22**	
■ 2004 – Reception/Job Offer	20**	
■ 2005 – No Reception	9**	
■ 2006 – Reception/Job Offer	26**	
■ 2007 - Reception/Job Offer	25**	
■ additional hires throughout the year		

*Not coordinated by OHR

**Includes Civil Technicians



Employee Development Post Critique Assessment

Offered to:

- **Unsuccessful candidates who interviewed for 15 level and above positions**




Conducted by:

- **Member of the interview panel**



Employee Development Post Critique Interviews

Benefits:

-  **Provides candidate with valuable information**
-  **Highlights necessary skills and experiences**
-  **Assists with developing potential candidates**



THANK YOU . . .

